



Insights Alberta

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Rocky View Schools

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#insightsalberta





Building A BRIDGE – Inclusivity at the EC

November 27, 2023

About RVS

Vision

Rocky View Schools is a world-class learning organization where all students achieve their absolute best.

Purpose

Rocky View Schools connects with all students to ensure everyone learns, belongs and succeeds.



28,000+ students and growing by 1,000+ new students every year



50+ schools



3,000+ staff



5th largest school division in Alberta (student population)



171,000+ residents represented



37 languages commonly spoken by families



10% of students speak English as an additional language



Includes **2,800+ square kilometres of land**

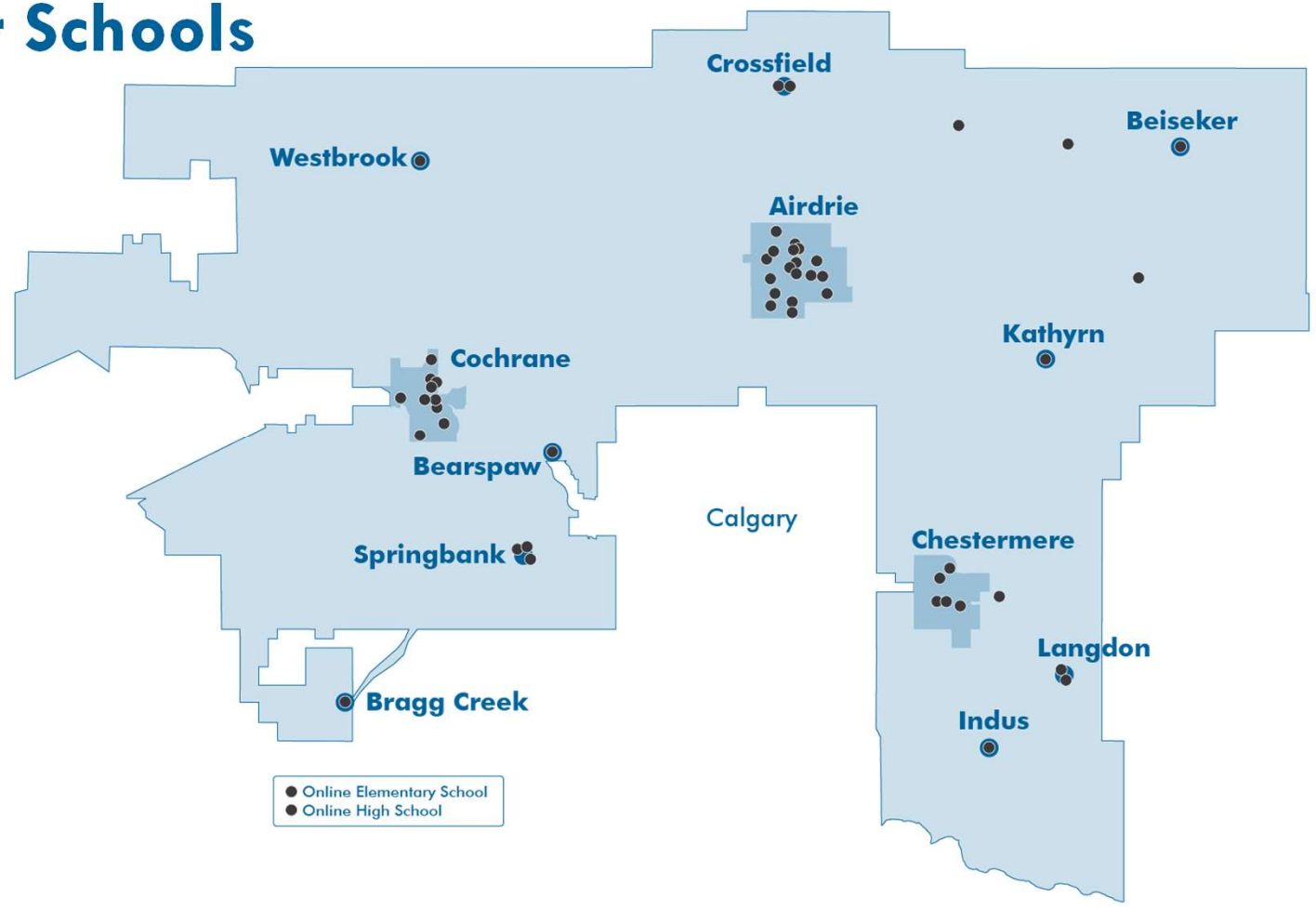


Encompassing **urban and rural communities** to the west, north and east of Calgary

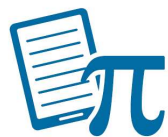
Situated on the traditional territories of the **Treaty 7 region of Southern Alberta** including the **Siksikaitstapi (Siksika, Kainai, Piikani, Amskapi Pikuni)**, the **Tsuut'ina**, the **Îyâxe Nakoda Nations (Bearspaw, Chiniki, Goodstoney)**, and the **Métis Nation of Alberta Region 3**



Our Schools



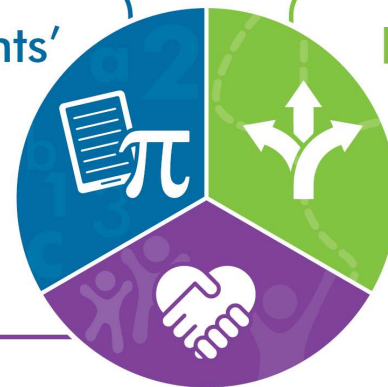
2023-2027 Education Plan



Advancing students' numeracy and literacy skills

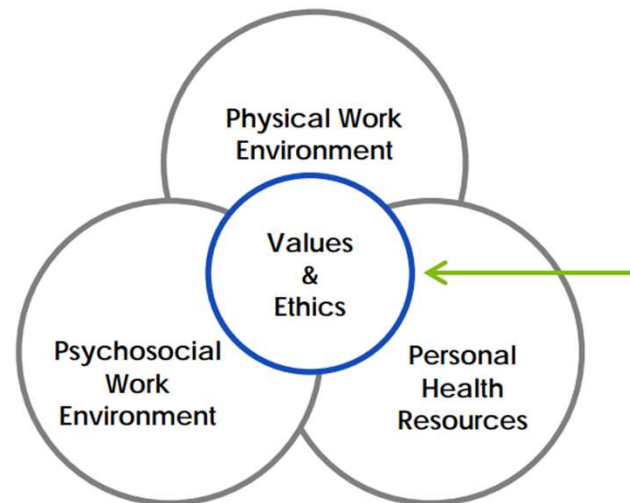


Building future-ready students



Creating inclusive, engaging, healthy learning opportunities for all students

Why EDI at the EC?



One of the most basic of universally accepted ethical principles is to “do no harm” to others and to ensure employees’ health and safety, which are core values in action.

Credit to: Mental Health Commission of Canada

How did the committee happen?

- Leadership commitment –
Superintendent and
Executive support
- Invitation sent to all EC staff
- Held first meeting
- Established parameters

 GET STARTED NOW



Belonging

Respect

Inclusion

Diversity

Growing

Equity

Representation matters

Currently have:

HR (exec assistant, wellness coordinator, advisor, recruiter)

Grounds

Planning

Learning (associate, supports, services, tech)

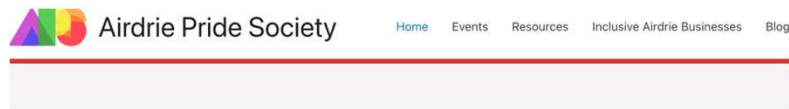
Transportation

Business (accounting, payroll)

Communications

Caretaking

So what have we done?



- Time at EC staff meetings:
 - Get to know you table talk with purpose...
 - Airdrie Pride presentation
 - Inclusive language 101
 - Use of staff directory for photos and names

EC Survey Trends in responses

- Requests for more guest speakers
- Suggestion to acknowledge various cultural celebrations and days
- Lunch and learn sessions suggested
- How to learn each other's names and connect them to faces
- Leadership needs to lead by example to help establish positive culture
- More opportunities for departments to mingle would be good
- Physical changes to building suggested – accessible washrooms, gender neutral washroom, flying flags for special events/days
- Some feel included in their dept but not in the EC as a whole



بِسْمِ رَاغْلَا سْتِ Hoan nghênh 歡迎 Bem-vindo
Boozhoo È Káàbò स्वागत है خوش آمدید Üdvözöljük
Willkommen அன்பு செய்தி தெ Mirè se vini Hûn bi xêr hatin ようこそ
Oki Bine aṭi venit Welkom नी आदिआं ठुं
স্বাগত Dānít'ádā Ласкаво просимо
Добро пожаловать! 欢迎 Bienvenido Dobro došli ཨ ལ ཨ འ
Witamy Pihtikwe Maligayang pagdating أهلاً وسهلاً Àba wathtëch
Hoş geldiniz እንኳን ደህና መጡ Bienvenue 환영합니다

Land Acknowledgment
Rocky View Schools would like to acknowledge the land we occupy and recognize all the Indigenous Peoples whose footprints marked these lands from time immemorial. Together, we learn and honour the Wisdom of Indigenous Peoples for all future generations.

Indigenous Centre Visitor
Please Sign In



What we did in 2022-2023

- Formed the committee – yay!
- Shared time with you at our ED Centre meetings
- Asked for your input
- Sent a survey
- Shared survey results with you
- Learned each other's names and added our photos to the Staff directory in myRVS
- Land Acknowledgment Banner in entry
- Working on "Welcome" sign for front entry in various languages
- Working on other initiatives for the year



Where to next?

- Permanent Reflection Room – grants that others are aware of?
- Inclusive washroom
- Presenters to staff meetings and lunch and learn sessions



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Lessons learned

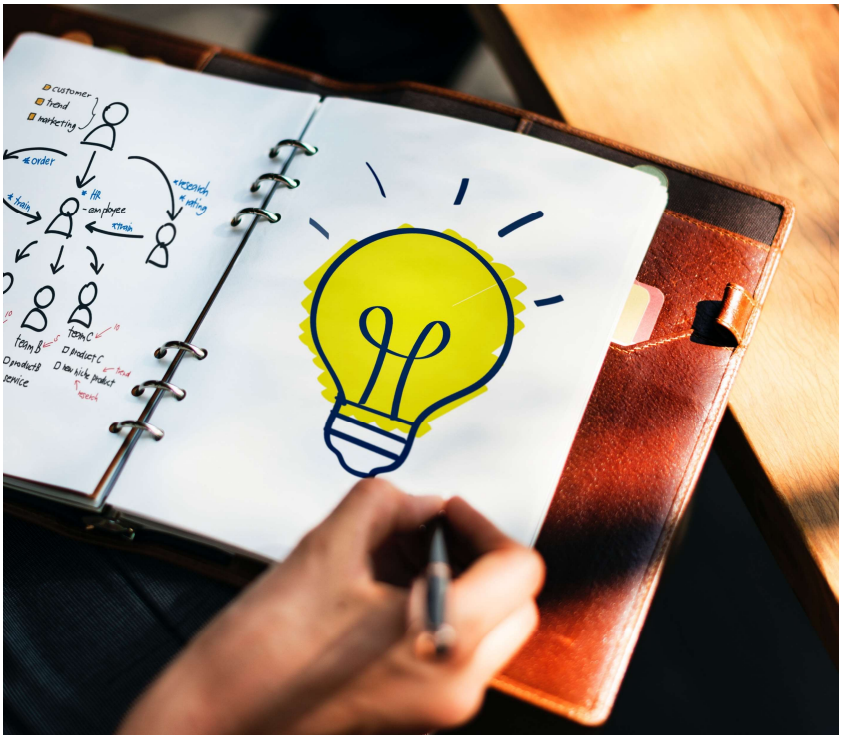


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- Walking the walk – for our schools and for ourselves
- Leadership support
- Staying in our own lane and collaborating with others
- Keeping to our parameters – remembering our scope



Thank You Thank You Thank You
Thank You Thank You Thank You
Thank You Thank You Thank You
Thank You Thank You Thank You
Thank You Thank You Thank You
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